

# 2022 Salary Survey Report of College Graduates and Interns



SAMPLE



COMPENSATION  
RESOURCES

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## About Compensation Resources

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EA Compensation Resources LLC, an EisnerAmper Company (“Compensation Resources”), provides compensation and human resource consulting services to mid- and small-cap public companies, private, family-owned, and closely-held firms, as well as not-for-profit organizations. Compensation Resources specializes in base pay administration, executive compensation, sales compensation, bonus and incentive compensation, and performance management programs

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## Study Background

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May 16, 2022

Compensation Resources is pleased to present the *2022 Salary Survey Report of College Graduates and Interns*. The purpose of this study was to obtain compensation data for new and recent college graduates and college interns. Data was collected between March and April 2022, and results were compiled from survey questions that were developed by Compensation Resources and distributed to companies in all industrial classifications. There were 57 organizations that participated in this study.

Compensation data is reported as of **January 1, 2022** in the following dimensions:

- Average
- Median
- 25th and 75th percentiles

Compensation Resources is dedicated to providing accurate results of this survey to participants; therefore, should you have any questions or need clarification regarding any aspect of the survey's results, please contact me at (201) 710-6483.

We thank you for your participation.



**Sean Gimpel**

Office Senior Manager

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## Definitions and Reporting

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*Reported compensation data is as of **January 1, 2022**, unless otherwise indicated. Revenue data was reported by respondents as of the last fiscal year end date (2021).*

*The term "college graduate" refers in the broader context to those who were graduated with a Bachelor's or Master's degree.*

*Insufficient data is reported with an asterisk (\*). For Master's degree positions, only the overall data is reported.*

### **Part 1: College Graduate Compensation Reporting**

**# Incs:** The number of incumbents reported by participants for the position.

**# Orgs:** The number of reporting organizations for the position.

**Avg:** The sum of all base salaries reported divided by the number of reporting organizations.

**25th:** The point below which 25% of the data falls.

**Median:** The middle number in the data array.

**75th:** The point below which 75% of the data falls.

**Annual Bonus/Incentive Target \$:** Average target annual incentive/bonus opportunity for 2022 in dollars for college graduates hired within the major indicated.

**Sign-On Bonus \$:** Average sign-on bonus provided to newly hired college graduates in dollars.

### **Part 2: Key Position Compensation Reporting**

Starting salaries and compensation arrangements for the specified positions. See definitions in Part 1 and job summaries below.

### **Part 3: Intern Compensation Reporting**

Hourly compensation rates of respondents as they pertain to college interns. See definitions in Part 1.

### **Part 4: Compensation Practices**

Information relative to the compensation practices within responding organizations.

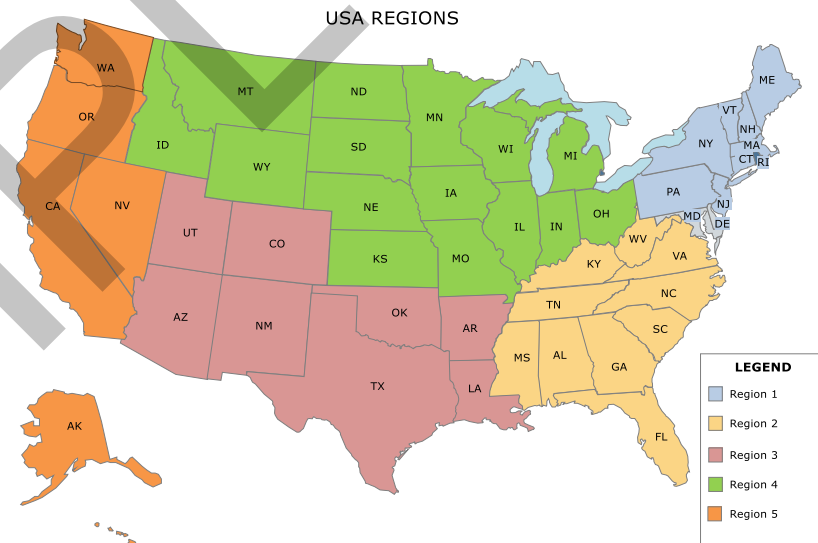
## Participant Demographics

Company Type	Percent
Publicly-Traded	52.7%
Privately-Held	29.8%
Not-for-Profit	17.5%
<b>Total Number of Participants</b>	<b>57</b>

Revenue Category	Percent
Less than \$9.9 million	3.5%
\$10.0 million - \$49.9 million	7.0%
\$50.0 million - \$99.9 million	3.5%
\$100.0 million - \$499.9 million	14.0%
\$500.0 million - \$999.9 million	5.3%
\$1 billion or more	66.7%

Industry	Percent
Accommodation and Food Services	0.0%
Agriculture, Forestry, Fishing and Mining	1.7%
Biotechnology & Pharmaceutical	3.4%
Construction	0.0%
Educational	0.0%
Finance, Insurance, and Real Estate	28.1%
Healthcare	1.8%
Manufacturing, Durable Goods	15.8%
Manufacturing, Nondurable Goods	14.0%
Professional Services	0.0%
Public Administration	0.0%
Publishing, Media, and Telecommunications	1.8%
Retail Trade	5.3%
Social Services	0.0%
Technology/Software	8.8%
Transportation and Warehousing	3.5%
Utilities	7.0%
Wholesale Trade	0.0%
Other	8.8%

Region	Percent
Region 1	31.6%
Region 2	8.8%
Region 3	15.8%
Region 4	36.8%
Region 5	7.0%



Employee Size	Percent
Less than 50 employees	0.0%
51 - 99 employees	1.7%
100 - 499 employees	8.8%
500 - 999 employees	5.3%
1,000 - 1,999 employees	14.0%
2,000 - 4,999 employees	14.0%
5,000 - 9,999 employees	21.1%
More than 10,000 employees	35.1%

### Bachelor's Business & Finance Base Salary

	# Orgs	Avg	25th	Median	75th
All					
Publicly-Traded					
Privately-Held					
Not-for-Profit					
Region 1					
Region 2					
Region 3					
Region 4					
Region 5					

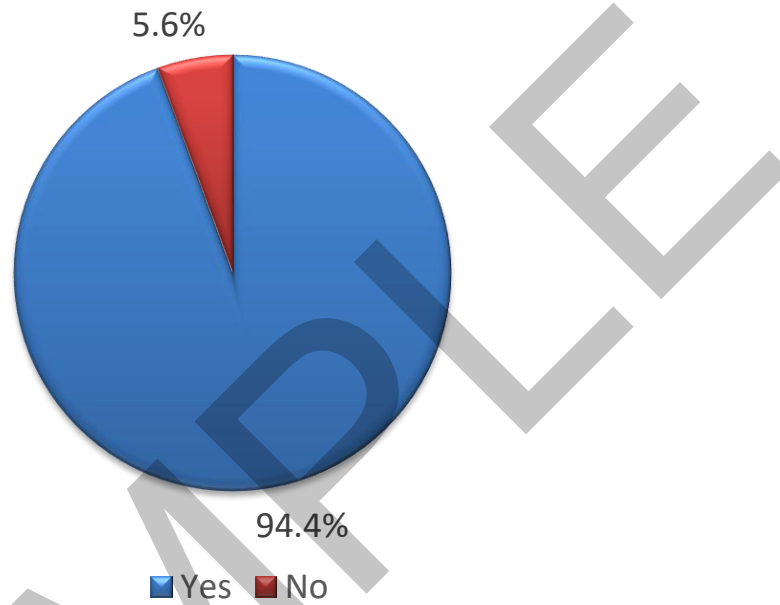
	All Org Avg
Annual Bonus/Incentive Target	
Sign-on Bonus	

### Bachelor's Computer Science Base Salary

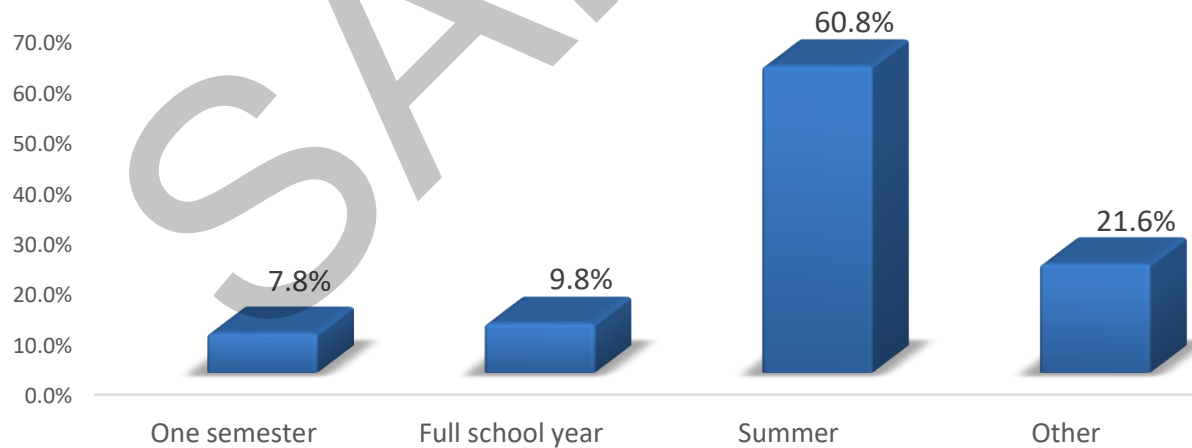
	# Orgs	Avg	25th	Median	75th
All					
Publicly-Traded					
Privately-Held					
Not-for-Profit					
Region 1					
Region 2					
Region 3					
Region 4					
Region 5					

	All Org Avg
Annual Bonus/Incentive Target	
Sign-on Bonus	

**Does your company offer an internship program for college students?**



**What is the typical length of your internship program?**



The following list contains only the organizations that gave permission to be identified.

Ameren  
Amica Mutual Insurance Co  
Arizona Public Service  
Armstrong World Industries  
Avis Budget Group, Inc.  
Bloom Insurance  
Blue Cross Blue Shield of Michigan  
Brady Corporation  
Carefirst  
Colgate Palmolive  
Conagra Brands  
Country Financial  
Daiichi Sankyo Inc  
Digi International  
Dominion Energy, Inc.  
Eastman Chemical Company  
Fanatics  
Federal Reserve Bank of St. Louis  
FloridaBlue  
Freeport McMoRan  
Garmin International, Inc.  
Grande Cheese Company  
Harford Mutual Insurance Group  
Huhtamaki  
IEEE  
IPG Photonics

Johnson Controls  
Kajabi LLC  
KeyCorp  
Liberty Mutual Insurance  
MillerKnoll  
Mutual of Omaha  
Noble Research Institute, LLC  
NuStar Energy  
Omnitrans  
Pacific Life  
Pactiv Evergreen  
Plexus Worldwide  
Prudential Financial Inc  
Schreiber Foods  
Selective Insurance Company of America  
Southwest Research Institute  
SRC Inc.  
Symetra  
Terumo Blood and Cell Technologies  
Texas Instruments  
The Estee Lauder Companies  
The Progressive Corporation  
Tokio Marine America  
Tyson Foods  
Verizon  
Victoria's Secret & Co